

# Luna Community College Faculty Salary Parity

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# Luna Community College

- ▶ Serves over 800 students (degree and nondegree seeking)
  - ▶ Hispanic 81%; Caucasian 15%
  - ▶ Gender: Female 62%; Male 38%
  - ▶ Pell recipients: 86%
  - ▶ Average age: 26
- ▶ Total fulltime faculty = 20
- ▶ Total adjunct instructors: any given semester 39 to 52
- ▶ Fall 2021 enrollment headcount: 807



# Salary Data- National, State, & LCC

Instructor and Adjunct Salaries 2018-2019			
	National	New Mexico	Comment
Instructor	\$74,547.00	\$56,048.00	2-year public avg.
Adjunct (per course)	\$2,242.00		2 & 4 -year public avg.
1-Credit*	\$747.00	\$700.00	2-year public avg.

\*Average for SJC, LCC, Mesa, ENMU-Roswell

National data:

<https://data.chronicle.com/category/sector/4/faculty-salaries/>

LCC Instructor and Adjunct Salaries 2021-2022					
	Base Salary	Average	Low	Median	High
Fulltime Instructor	\$36,000.00	\$41,340.88	\$35,700.00	\$41,116.00	\$57,268.00
Adjunct (per credit)	\$650.00				

# Average Instructor Salaries New Mexico

Average Salary Fulltime Instructor/Assistant Professor-New Mexico Institutions			
Institution	Instructors	Assistant Professor	Base Salary
Luna Community College	\$41,341.00		\$36,000-38,000.00
University of New Mexico Gallup Campus	\$40,351.00		
New Mexico Military Institute	\$41,925.00		
Navajo Technical University	\$44,229.00		
New Mexico State University - Alamogordo	\$45,937.00		
San Juan College	\$46,000.00		\$46,020.00
New Mexico State University - Carlsbad	\$46,124.00		
New Mexico State University - Grants	\$48,000.00		
New Mexico State University - Dona Ana	\$52,703.00		
Mesalands Community College	\$56,896.00		
Santa Fe Community College		\$51,315.00	
New Mexico			\$45,417.00

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# Surrounding High Schools

Faculty Salaries in School Districts (base) w/in LCC Service Area 2021				
Exp. At Beginning of Yr.	West Las Vegas	Mora	Penasco	Wagon Mound
0	\$41,250.00	\$42,500.00	\$41,612.00	\$42,546.00
1	\$43,313.00	\$42,501.00	\$42,236.00	\$42,547.00
2	\$45,911.00	\$42,502.00	\$42,339.00	\$42,548.00
3	\$45,928.00	\$42,503.00	\$42,441.00	\$42,549.00
4	\$45,945.00	\$42,504.00	\$42,595.00	\$42,551.00
5	\$45,962.00	\$42,505.00	\$42,698.00	\$42,552.00

LCC Instructor and Adjunct Salaries 2021-2022					
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Adjunct (per credit)	\$650.00				

# Implications of low salaries

- ▶ Teaching overloads/supplementals
- ▶ Higher reliance on adjunct faculty
- ▶ Recruitment of faculty
- ▶ Retention of faculty
  - ▶ Institutional impact as well as community impact
- ▶ Faculty morale and service to the institution and students



# Implications of low salaries

- ▶ Lack of continuity results in:
  - ▶ Low student retention and graduation rates
  - ▶ Lack of innovative course development
  - ▶ Lack of program development
  - ▶ Lack of partnership development
  - ▶ Lack of institutional stability
  - ▶ Difficulty to build institutional reputation
  - ▶ Limited potential for growth
  - ▶ Limited potential in professional development
  - ▶ Lack Shared governance
- ▶ Student outcomes and funding formula



THANK YOU

The background features abstract, overlapping geometric shapes in various shades of blue, ranging from light sky blue to deep navy blue. The shapes are primarily triangles and polygons, creating a dynamic, layered effect. The overall composition is clean and modern, with the text 'THANK YOU' centered in the upper left quadrant.